

1           The language is "the employees shall have the  
2 right to organize and bargain collectively through  
3 representatives of their own choosing."

4           Now, from the standpoint of the state of Mary-  
5 land, especially, and I am directing my attention to that  
6 particularly, what does this mean? Does this mean that  
7 any group of state employees can insist upon bargaining,  
8 no matter how small that unit?

9           Suppose the Welfare Department workers decided  
10 to create the union to bargain with the state. Suppose  
11 the employees of the state of Maryland do this, suppose  
12 the institutional workers, the custodial workers at the  
13 mental and penal institutions decide to create a union.

14           Should not the state have the right to decide  
15 how far this recognition should go, whether it should be  
16 a recognition of a union of the industrial type, shall we  
17 say, which will include all the state employees or  
18 should not the state have a right to say?

19           Now, this would not be fair, we should to  
20 some extent recognize the craft idea and that those  
21 people who are in specialized areas such as those in the